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ABSTRACT

This annual report of the National Occupational Information Coordinating Committee (NOICC) and its Network of State Occupational Information Coordinating Committees (SOICCs) highlights Program Year 1991 initiatives, activities, and accomplishments. It describes NOICC/SOICC systems, programs, and support centers. These NOICC Occupational Information System (OIS) initiatives and programs are highlighted: completion of the State Training Inventory, pilot test of the Economic Development and Employer Planning System, completion and distribution of "Higher Education Units of Analysis," launching of a project to develop an OIS training package, and major revision of the NOICC Master Crosswalk. The following NOICC Career Information and Career Development Programs activities are reported: Career Development Training Institute, Career Information Delivery Systems (CIDS) status report, improved Career Decision Making program, training on National Career Development Guidelines, updating of Civilian Occupational and Labor Market Information System, implementation of Employee Career Development Program, pilot test of Career Development Portfolio Project, 1992 Career Development Satellite Teleconference, and SOICC Pre-Military Program. Highlights of activities to improve communication and coordination are followed by summaries of SOICC initiatives and projects, arranged alphabetically by state. The financial report is followed by these appendixes: NOICC grants for state activities; statewide CIDS; list of NOICC conferences and training programs; list of NOICC publications, reports, and products; and addresses and telephone numbers of SOICCs. (YLB)

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NOICC

National Occupational Information Coordinating Committee

JUNE 30, 1992

STATUS OF THE NOICC/SOICC NETWORK

Administrative Report No. 18
December 1992

CE065058

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
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FROM THE EXECUTIVE DIRECTOR

As this Nation moves toward the 21st Century, the challenge of growing the U.S. economy dominates our national agenda. Much has been written in recent years concerning the need to prepare our workers for a changing workplace. The importance of creating a high-skill, high-wage economy and the connection between education and training and employment and productivity have been the subject of many reports and much discussion.

I believe that the NOICC/SOICC Network has important contributions to make in the effort to strengthen the U.S. economy and to meet the challenges and demands of global economic competition. We have systems and programs that provide a critical component of economic fuel — information, integrated multi-source information about occupations and labor market conditions.

Through the use of our Occupational Information Systems major changes and trends in local, state and regional labor markets can be identified. This information can be used to target employment and training programs to meet labor market needs. Other NOICC/SOICC systems are designed to provide information about education and training programs; information for economic development and business planning; and information about important occupations of the future, and local and regional labor markets.

We provide access to information not only for policy decision making, but for individuals who are exploring their career options. We focus on training career counselors and advisers who work with adults. We support a comprehensive, competency-based approach to career development, and we've designed programs to help students successfully make the transition from school to work.

As we review the progress, accomplishments and expanded focus that are documented in this report, let's also remember the tremendous economic challenges our Nation is facing and the role that we must play in helping to meet those challenges.

Juliette N. Lester

Juliette N. Lester

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FOREWORD

This document is the thirteenth annual report of the National Occupational Information Coordinating Committee (NOICC) and its Network of State Occupational Information Coordinating Committees (SOICCs).

This report highlights the initiatives, activities and accomplishments of the NOICC/ SOICC Network during Program Year 1991—July 1, 1991 to June 30, 1992. It also reports on the status of state occupational and career information delivery systems in mid-1992 and highlights occupational information and career development activities of State Occupational Information Coordinating Committees.

ACKNOWLEDGMENTS

This report was prepared for the National Occupational Information Coordinating Committee by Mary Margaret Walker, in cooperation with NOICC staff. The participation of SOICC Directors who provided information about occupational and career information projects at the state level is gratefully acknowledged, as is the assistance of NOICC staff, especially that of Jim Woods.

NOICC's primary mission is to foster the development and use of occupational and labor market information and career development programs.

The National Occupational Information Coordinating Committee (NOICC) is a Federal interagency committee that was established by Congress in 1976. It functions as a coordinating committee with members representing 10 agencies in the U.S. Departments of Labor, Education, Commerce, Defense and Agriculture.

NOICC works at the state level through State Occupational Information Coordinating Committees (SOICCs). Together, NOICC and the SOICCs form a nationwide Network that focuses on promoting the use of occupational and career information and career development programs. By law, SOICC committees are made up of representatives of state vocational education boards, vocational rehabilitation agencies, employment security agencies, job training coordinating councils and economic development agencies. Many SOICCs also include representatives of higher education and of other state agencies.

NOICC helps states gather information from a range of Federal and state sources to meet the widely varying needs of different groups, such as vocational education and employment and training managers and individuals who need help in making career decisions. The range of the NOICC/SOICC effort is wide, and implementation in each state is on a project-specific basis within the framework of three-year strategic plans developed by each SOICC.

In most states, SOICCs have developed and implemented an Occupational Information System (OIS), typically a computerized database that combines information from a range of Federal and state sources. In recent years, NOICC and the SOICCs have been placing an increasing emphasis on career development programs. SOICCs and other state agencies also implement Career Information Delivery Systems (CIDS), computerized databases designed for use by individuals or counselors working with individuals. SOICCs publish career information tabloid newspapers and occupational outlook reports. They sponsor job and career fairs and telephone hotlines that provide career information.

Leadership, funding and technical assistance is provided by NOICC to the SOICCs through a Basic Assistance Grant program, which supports SOICC operations, and a Special Purpose Grant program, which supports SOICC participation in projects that address the Network's national priorities. Technical support is provided on an ongoing basis through workshops, training and other special programs.

NOICC basic operations are supported by funds from the U.S. Departments of Labor and Education. NOICC and the SOICCs operate under the authority of the Job Training Reform Amendments of 1992 and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

NOICC/SOICC Systems

- *Occupational Information Systems*
- *NOICC Master Crosswalk*
- *Civilian Training Inventory*
- *Economic Development and Employer Planning System*
- *Civilian Occupational and Labor Market Information System*
- *State Training Inventory*
- *Career Information Delivery Systems*

Occupational Information Systems

Working with the SOICCs, NOICC developed the concept and design for the widely used Occupational Information System (OIS) — a computerized database system that combines multiple-source occupational and educational data for use by state and local program planners, particularly in deciding what training programs should be offered. Each SOICC develops and implements a state-specific OIS, with financial and technical support from NOICC.

NOICC Master Crosswalk

The NOICC Master Crosswalk is a computerized database that shows relationships among the five major occupational and educational classification systems used by the Federal government. Through the Master Crosswalk, data classified according to each of the Federal classification systems can be related to data classified according to one or all of the other systems. The Crosswalk is used by NOICC in a wide range of projects and by SOICCs to develop and maintain Occupational Information Systems.

Civilian Training Inventory

Developed by NOICC through a joint project with the U.S. Naval Reserve, Civilian Training Inventory (CIVTRAIN) is a computerized database system that is designed to help the Reserve identify educational programs and courses that can be used to train personnel. The system matches Navy occupations with related civilian educational programs, and provides training officers with lists of local schools, colleges and hospitals that offer the programs. CIVTRAIN is in operation at all 254 Naval Reserve Centers in 50 states.

Economic Development and Employer Planning System

The Economic Development and Employer Planning System (EDEPS) is a computerized database system designed to provide information for economic development and business and industry planning. EDEPS helps users analyze business opportunities and locations, examine labor supply and demand, identify training resources, and study other factors that play a role in decisions involving expansion, relocation and new firm start-ups. Although EDEPS is a national system, it is designed for use on a state-by-state basis, with each state providing its own state-specific data.

Civilian Occupational and Labor Market Information System

The Civilian Occupational and Labor Market Information System (COLMIS) is a computerized database system developed for the U.S. Department of Labor's Veterans' Employment and Training Service (VETS) and the Department of Defense (DoD). The system provides summary profiles of local labor markets and is designed for use by officers and enlisted personnel in all four branches of the military service who are considering a return to civilian life. COLMIS is a first-of-its-kind, national system with a database of state and local occupational and labor market information.

State Training Inventory

State Training Inventory (STI) is a computerized educational database system that allows states and local users to identify schools and the programs they offer by selected geographic area. The system is developed and maintained by NOICC and SOICCs in 52 states and territories. A PC-based software system, STI will be used by a variety of groups including employers, employment and training personnel, and educators to identify training and educational resources at the state and local level. STI also is designed to facilitate multi-state regional use and sharing of information across state boundaries.

Career Information Delivery Systems

The best known NOICC/SOICC career information program involves Career Information Delivery Systems (CIDS). These are computer-based systems that offer valuable assistance to those exploring career options and training, by matching their personal characteristics with compatible occupations. CIDS are located at almost 19,000 sites nationwide and are used by an estimated seven million people each year.

NOICC/SOICC Programs

- *Career Development Training Institute*
- *National Career Development Guidelines*
- *Improved Career Decision Making Program*
- *Employee Career Development Program*
- *Career Development Portfolio Project*

Career Development Training Institute

The national Career Development Training Institute (CDTI) was established by NOICC in 1992 to design career development training programs for states to use to train personnel who help students and adults acquire career planning skills and make career decisions. Created at the initiative of Congress, CDTI will provide an academic foundation for a national Career Development Training Program, develop a nationwide career development personnel training agenda and program, and assist states in building the capacity to carry out that agenda.

National Career Development Guidelines

The National Career Development Guidelines initiative is a NOICC-sponsored project designed to strengthen and improve career development programs at all levels and in a wide range of settings. A comprehensive, competency-based approach to career development, the Guidelines serve as a blueprint for states, educational institutions and other organizations to use in developing effective career guidance programs.

Improved Career Decision Making Program

The Improved Career Decision Making (ICDM) Program is a NOICC-sponsored training program that is designed to help counselors and advisers increase their knowledge and use of labor market information in career counseling. The program targets practicing counselors, graduate counseling students and others involved in career planning and development activities, including career technicians and employment and training specialists.

Employee Career Development Program

The Employee Career Development (ECD) Program is a training program being developed by NOICC for counselors, advisers and human resource professionals involved in assisting adult workers in career transition. Through ECD workshops, counselors and advisers in public agencies, educational institutions, and business and industry will learn to implement career development programs that will help adult workers who are facing job or career changes. ECD training focuses on the career development process and the needs of adults in the workplace.

Career Development Portfolio Project

The Career Development Portfolio Project is a new career development initiative which consists of a personalized sequential career planning journal that is designed to guide students through the career development process and to help them relate their education to career interests and aptitudes as they progress through school and beyond. The Career Development Portfolio is being developed by NOICC through a project with the American School Counselor Association (ASCA) and the Maine SOICC.

NOICC Support Centers

- *National Crosswalk Service Center*
- *NOICC Training Support Center*

National Crosswalk Service Center

The National Crosswalk Service Center (NCSC) is a technical resource center of NOICC and the SOICCs. NCSC maintains the NOICC Master Crosswalk and provides a range of products and services based on the Crosswalk and other Federal occupational and labor market information resources. NCSC is operated by the Iowa SOICC under a grant from NOICC.

NOICC Training Support Center

The NOICC Training Support Center (NTSC) coordinates NOICC's training programs and conferences on a nationwide basis. Established in 1988 and currently housed in Oklahoma, NTSC provides the NOICC/SOICC Network with on-going training capabilities, materials and a pool of experienced trainers and resource persons for its programs and conferences.

NOICC's Occupational Information System and other computerized database systems provide up-to-date occupational and labor market information designed to help planners, managers and policy makers make informed decisions. In recent years, NOICC has focused on using OIS technology and the basic OIS system model to develop new systems and applications.

NOICC OIS Initiatives & Programs

Comprehensive and timely information about occupations and labor market conditions is an essential component of a healthy, growing economy.

State Training Inventory

The State Training Inventory (STI) database system was completed, and customized versions were distributed to SOICCs in 52 states and territories during Program Year 1991. SOICCs in those states and territories will distribute STI to a variety of users including schools, colleges, employment and training agencies, libraries, and state agencies. The system, a new education and training database, contains basic information on schools and colleges and the educational and training programs they offer. The national database includes information on more than 17,000 schools, colleges and hospitals and more than 200,000 education and training programs offered by these institutions. The STI database is compiled from information gathered by the individual SOICCs working with the state departments of education and other agencies. The New Jersey SOICC, under a grant from NOICC, compiles the data for STI and disseminated the system to the states.

Economic Development and Employer Planning System

NOICC began pilot testing the Economic Development and Employer Planning System (EDEPS) in six states during the year. Designed to provide information for economic development and business and industry planning, the system is being tested in Connecticut, Iowa, Ohio, Pennsylvania, New Jersey and Utah. The system provides national, state and local information in an integrated format to assist in the analysis of economic status, industry performance, population trends, income characteristics and market potential. Although the system is developed nationally, EDEPS is configured for use on a state-by-state basis. When the system is finalized and released, the software and all the documentation needed to implement the system will be available through the SOICCs in each state.

Civilian Training Inventory

Information in the Civilian Training Inventory (CIVTRAIN) system was completely updated and the system now has an entirely new database. The 1992 database includes 12,000 community colleges, public four-year colleges, private technical schools, secondary vocational schools and hospitals, and 73,000 educational programs related to Navy training requirements. Information for the update was provided by SOICCs and delivered to all 254 U.S. Naval Reserve Centers. CIVTRAIN is a computerized database system that matches Navy occupations with related civilian educational programs, and provides training officers with lists of local schools, colleges and hospitals that offer the programs. The CIVTRAIN system is delivered in 16 geographic versions, one for each of the Reserve's Readiness Command areas. The system is developed and implemented by NOICC, with grants from the Naval Reserve.

Higher Education Units of Analysis

NOICC completed and distributed to SOICCs "Higher Education Units of Analysis," a new tool for including higher education completers in occupational supply data in Occupational Information Systems. The new units of analysis will help facilitate the analysis of worker supply and demand in a state. "Higher Education Units of Analysis" clusters baccalaureate and graduate degree programs from the Department of Education's Classification of Instructional Programs (CIP) with related occupations classified according to the Bureau of Labor Statistics' Occupational Employment Statistics (OES) system. The new units of analysis provide a framework for presenting data

on occupational employment demand with the "supply" of graduates of higher education programs. SOICCs will incorporate the new units of analysis into their Occupational Information Systems. These are the first national prototype units of analysis for use in including higher education completers in state OIS systems.

OIS Training Package

NOICC launched a major project to develop a comprehensive set of Occupational Information System (OIS) training materials to include an OIS textbook, case study book and supporting materials. The materials provide a substantive source of information about the OIS, labor market concepts and data resources. The project was initiated to enhance the effective use of the OIS as part of a logical planning process, and to improve the understanding of the OIS and the use of occupational information in a range of settings. It is anticipated that the OIS Training Package will be used not only by direct users of OIS information, but by SOICC committee members, educators, policy makers and other decision makers.

National Crosswalk Service Center

The National Crosswalk Service Center (NCSC) began laying the groundwork for a major revision of the NOICC Master Crosswalk. NOICC staff developed a draft crosswalk report which has been reviewed by representatives of the U.S. Department of Education, the Bureau of Labor Statistics, the National Science Foundation, NCSC and NOICC, and by staff from the Occupational Analysis Field Centers. The updating of the Master Crosswalk is necessitated by extensive changes in two of the major classifications included in the Crosswalk — the U.S. Department of Labor's Dictionary of Occupational Titles (DOT) and the U.S. Department of Education's Classification of Instructional Programs (CIP). As a first step, NCSC developed a new database resource based on the revised DOT and BLS's Occupational Employment Statistics (OES) classifications, the "DOT-OES Crosswalk," which includes all of the coded DOT attributes and linkages to OES occupations. NCSC also began making available database files containing the revised OES Survey Dictionary and the microcomputer version of the U.S. Department of Defense's 1992 Military Occupational and Training Data (MOTD). The National Crosswalk Service Center, which is funded through a competitive, three-year grant, is operated by the Iowa SOICC.

NOICC Career Information & Career Development Programs

NOICC comprehensive career development and information programs range from computer systems that help individuals relate interests and career possibilities, to training programs for counselors and teachers, to career development programs for middle school students.

Career Development Training Institute

In Program Year 1991, NOICC received from Congress $1.2 million to establish a national Career Development Training Institute (CDTI) and program to provide training and support to individuals who assist others with career assessment, planning and choice. NOICC sought public comment on the initiative through a notice in the *Federal Register* and designed the request for proposals based on comments received. In August 1992, NOICC awarded $600,000 to the South Carolina SOICC to develop the Institute. The Institute will develop an academic foundation for a national career development training program, develop a nationwide career development personnel training agenda and program, and then assist the states in carrying out that agenda. Through a consortium arrangement, the University of South Carolina and the Wisconsin Center on Education and Work at the University of Wisconsin-Madison and The Continuum Center and Adult Career Counseling Center at Oakland University in Rochester, Michigan, also will participate in the project. The balance of the $1.2 million appropriated to NOICC is being awarded to SOICCs across the country to participate in and provide support to the national career development training program.

NOICC Career Information & Career Development Programs (cont.)

Career planning is too important a process to be left to chance or casual influence.

Career Information Delivery Systems Status Report

NOICC initiated a project in 1991 to examine the status of state-operated Career Information Delivery Systems (CIDS) in the United States and to establish a baseline of information about CIDS for researchers, counselor educators and others interested in the provision and use of career information. NOICC published the study's findings in "Career Information Delivery Systems: A Summary Status Report." The report, issued as NOICC Occasional Paper/4, provides an overview of Career Information Delivery Systems, including their uses, users, locations, access strategies, contents and delivery. The report found that the number of persons using state-operated CIDS systems has risen to about seven million each year, and that the systems are located at almost 19,000 sites across the country — in schools, colleges, public libraries, Job Service offices, vocational rehabilitation agencies, and even shopping centers. CIDS are computer database systems that provide information for individuals exploring or making decisions about careers. They contain national, state and local information about occupations, educational and training institutions and programs, and related subjects.

Improved Career Decision Making Program

The revised Improved Career Decision Making (ICDM) training materials were published in 1991, and were used in training sessions by SOICCs in 38 states and territories. The curriculum consists of a series of 10 modules which can be used and adapted in any sequence. The revised materials strengthen information on Career Information Delivery Systems and the National Career Development Guidelines, and include a stronger emphasis on special needs populations. The curriculum package, "Career Decision Making in a Changing World," includes a trainer's manual, a resource guide for participants and a video. The ICDM Program is a NOICC-sponsored training program that targets practicing counselors, graduate counseling students and others involved in career planning and development activities, including career technicians and employment and training specialists.

National Career Development Guidelines

Training continued on National Career Development Guidelines with a Career Development Leadership Institute presession to the National Career Development Association's national conference in January 1992. The two-day training session focused on successful implementation of career development programs at the state and local level. Co-sponsored by NOICC and the Department of Education's Office of Vocational and Adult Education, the Leadership Institute brought together 125 participants from 41 states and territories.

Civilian Occupational and Labor Market Information System

The entire Civilian Occupational and Labor Market Information System (COLMIS) database, containing county-level data on occupational and industrial employment and area unemployment rates, was updated in 1992. COLMIS is a computerized information system developed for the U.S. Department of Labor's Veterans' Employment and Training Service (VETS), with support from DoD to implement COLMIS at military bases in 1992. Major system enhancements were added during the year, including a new access method that allows users to conduct a search by civilian occupational job title. Another new enhancement to the system is the addition of training information, through a national community/technical college database that contains programs and names of contact persons for 1,600 schools. This database is based on NOICC's CIVTRAIN and STI systems. These database updates and system enhancements set the stage for a national distribution in 1992 to more than 400 sites, including all U.S. military bases worldwide and every State Employment Security Agency nationwide. The system delivers summaries of occupational and labor market information by state, county and local area, and enables military personnel to identify civilian occupations in which they can use the skills they have acquired in the military. With the release of the 1993 version the name will change to Transition Opportunities System (TOPPS).

NOICC's career information and career development programs for counselors and advisers help millions of youth and adults prepare for success in the workplace.

Employee Career Development Program

The implementation phase of the Employee Career Development (ECD) Program began in PY 1991 with the awarding of grants to SOICCs in 12 states to initiate ECD training in a variety of settings. ECD is a new career development training program that consists of workshops through which counselors and advisers in public agencies, educational institutions, and business and industry will learn to implement career development programs that will help adult workers who are facing job or career changes. The Employee Career Development Program integrates components of NOICC's National Career Development Guidelines which focus on adult career development. NOICC is working with PAVE, The Education and Training Foundation, in developing the Employee Career Development Program and making it available to the SOICCs.

Career Development Portfolio Project

NOICC began making plans to pilot test a new career development initiative designed to help students make a successful transition from school to work. The Career Development Portfolio (CDP), entitled "Get a Life: Your Personal Planning Portfolio," is a model career development and planning guide for students developed by NOICC through a project with the American School Counselor Association and the State Occupational Information Coordinating Committee (SOICC) in Maine. Grants are being provided by NOICC to five states for the pilot test, which will involve the training of coordinators and facilitators, and the use of the portfolio package with 1,000 to 2,000 students at each state site. The Career Development Portfolio is designed as a sequential career planning guide that students work with throughout the course of their school life from elementary levels through high school and beyond. The portfolio materials help students relate their educational plans and progress to career interests, aptitudes, achievements, experience and goals. The portfolio supports educational restructuring efforts and addresses some state mandates for schools to help students develop individual career plans. The project is a collaborative effort of NOICC, the American School Counselor Association and the Maine SOICC.

1992 Career Development Satellite Teleconference

A satellite teleconference featuring a panel of career development experts and counselor educators was the highlight of the 15th Annual National SOICC Conference held in Tulsa, Oklahoma, in late August. The interactive teleconference downlinked to 276 sites in 48 states, Canada and several U.S. territories. Panelists answered live telephone questions posed by conference attendees and almost 8,000 participants at the downlink sites. Segments of the teleconference, entitled "Technology, Innovation, Change: A New Reality," included: a professional counselor career development awareness quiz; creative ways to use career tabloids; counseling populations with special needs and multicultural concerns; career transition and job reentry for adults; using computerized career information systems; and NOICC/SOICC Network career development training programs. Purdue University professors were featured in videotaped segments of a counseling education classroom produced on Purdue University's West Lafayette, Indiana, campus.

SOICC Pre-Military Program

The SOICC Pre-Military Program was initiated by NOICC and the Mississippi SOICC with funding from the Department of Defense. It is designed to help young people enhance their basic skills and academic background to prepare them for military service or further education, or to expand their career options. During the two-year pilot phase of the project, 295 disadvantaged youth participated in the program at a community college in Mississippi. Program participants received basic skills training in reading and mathematics, skills training on computers, leadership training, and counseling in life skills and career development. Twenty-five percent of the participants decided to pursue further education, 25 percent joined the military, and 15 percent were waiting to take the military entrance exam. The program is being replicated in five other states.

Communication & Coordination

Communication and coordination are the key to the success of the NOICC/SOICC Network.

NOICC's original mandate from Congress was to improve communication and coordination among developers and users of occupational information. This is accomplished through the development of systems that integrate multi-source information, joint projects and linkages with other government agencies and organizations, participation in national, regional and state conferences, and public information.

15th Annual National SOICC Conference

The 15th Annual National SOICC Conference, whose theme was "Technology, Innovation and Change: A New Reality," was held in Tulsa, Oklahoma, August 15-19, 1992. Keynote addresses were delivered by Deputy Secretary of Labor Delbert Spurlock; Wendy Crisp, National Director of the National Association of Female Executives; Louis Bransford, President of the Public Service Satellite Consortium; Leo Presley, CEO of the National Institute for Community Excellence; and Joseph Coates, a futurist and author of *Issues Management: How You Can Plan, Organize, and Manage for the Future*. The conference was hosted by the Oklahoma State Occupational Information Coordinating Committee, headed by Curtis Shumaker. Juliette N. Lester, Executive Director of the National Occupational Information Coordinating Committee (NOICC), presided. The highlight of the conference was a nationwide satellite career development teleconference, which featured a panel of counselor educators and career development experts. The 15th Annual National SOICC Conference was held in cooperation with the Interstate Conference of Employment Security Agencies/Labor Market Information Committee (ICESA/LMI); the National Association of State Career Development/Guidance Supervisors (NASCD/GS); the Association of Computer-Based Systems for Career Information (ACSCI); and the National Association of State Occupational Information Coordinating Committees (NASOICC).

1992 NOICC Recognition Awards

SOICC Directors from five states received 1992 NOICC Recognition Awards at the National SOICC Conference. NOICC's State and Interagency Network Coordinator, Walton Webb, was presented a special award recognizing his 15 years of leadership and service.

The Recognition Award for Outstanding SOICC Staff Member went to Liz Barnett, Associate Manager, now Executive Director, of the Mississippi SOICC, and Barbara Derwart, Occupational Information System Manager of the New Jersey SOICC. The Contributor's Award in Recognition of Contributions to the Goals of the NOICC/SOICC Network went to Roger Lambert and Judith Ettinger of the Center on Education and Work at the University of Wisconsin-Madison. NOICC's Executive Director also announced the establishment of the new "Planning in Excellence Award," which will be presented every three years to the SOICC Committee and SOICC staff that develops the most outstanding three-year SOICC plan. The winner of the first award in this category was the Colorado SOICC, under the leadership of Jim Harris, Director.

1992 John Niemeyer Memorial Award

The 1992 John Niemeyer Memorial Award was awarded to Nancy MacCormac, Director of the North Carolina SOICC, by the 1991 recipient, Mildred Nichols, Director of the Rhode Island SOICC. The Niemeyer award was established in 1987 in memory of John Niemeyer of Iowa to honor excellence among SOICC Directors. The award is presented annually at the National SOICC Conference by the National Association of State Occupational Information Coordinating Committees.

NOICC Training Support Center

In PY 1991, the NOICC Training Support Center (NTSC) provided planning and logistical support for the 15th Annual National SOICC Conference, a National Career Development Guidelines meeting, and an ICDM meeting. NTSC produced and disseminated a variety of publications, including several NOICC Occasional Papers, ICDM training materials, training

materials for the Employee Career Development Program and a revised National Career Development Guidelines brochure. NTSC staff redesigned the NOICC/SOICC Exhibit Booth and staffed it at six national conferences during the year. NTSC is developing the capacity to support the Network with teleconference services and tabloid production. NTSC is located at the Oklahoma SOICC and the Oklahoma Department of Vocational-Technical Education in Stillwater, Oklahoma. It carries out four major roles for NOICC: product development and dissemination, communication and coordination, Network development and support, and training and technical support. NTSC also provides conference and meeting support to NOICC and the Network.

SOICC Directors who received 1992 NOICC Recognition Awards include:

- *Chuck Mollerup, Executive Director of the Idaho SOICC, for NOICC/SOICC Network Leadership and Support.*
- *Nancy MacCormac, Executive Director of the North Carolina SOICC, for Innovative Ideas and Activities in Support of the NOICC/SOICC Mission.*
- *Jesus Hernandez Rios, Executive Director of the Puerto Rico SOICC, for Special Achievement in the Development and Delivery of Program Planning Information, and*
- *Susan Brown, Executive Director of the Maine SOICC, and Ted Woodhouse, Director of the Washington SOICC, for Special Achievement in the Development and Delivery of Career Information.*

NOICC Public Information

NOICC's public information program is designed to keep a variety of audiences informed about NOICC and NOICC/SOICC Network programs and activities that enhance the use of occupational information and career development programs. As a result of the NOICC public information effort, information about NOICC activities, programs and projects is published in a wide range of publications that reach audiences important to the Network, including *Employment and Training Reporter, Vocational Training News, ACSCI Newsletter, ACA Guidepost, AVA Guidance Newsletter,* and many others. In addition, NOICC's Executive Director and staff participated in numerous conferences and meetings, and informed participants of NOICC/SOICC activities and programs. The conferences and meetings that NOICC staff attended included those of the National Career Development Association, National Governors' Association, American Vocational Association, National Alliance of Business, U.S. Coalition for Education for All, American Counseling Association, National Association of State Directors of Vocational & Technical Education Consortium, National Employment Counselors Association, National School Boards Association, and the American Association of Community Colleges. NOICC hosted international visitors from Eastern and Western Europe, Asia, Africa, and the West Indies, introducing them to NOICC/SOICC systems and programs.

NOICC Occasional Papers Series

NOICC announced to the public the availability of publications in its Occasional Papers Series through the NOICC Training Support Center. The Occasional Papers Series includes papers on activities and issues concerning occupational, career and labor market information. The latest publication to be made available through the series was NOICC Occupational Paper/4, "Career Information Delivery Systems: A Summary Status Report."

SOICC Initiatives and Projects

State occupational information coordinating committees

The SOICCs are NOICC's state-level partners in a nationwide effort to foster the use of occupational and labor market information and career development programs.

ALABAMA

The Alabama CIDS has expanded its Guidance Information System program to 602 sites across the state. Provided at no cost to user sites, the system contains Job Bank data, information on 285 state-specific occupations, and information on 1,034 student financial aid resources. The SOICC has updated its handbook of licensed occupations, and continues to distribute printed career information materials such as index-card-size "Job Tips," which lists helpful hints for job-seeking and a bookmark that lists primary CIDS files. The Alabama SOICC is the recipient of a distinguished service award from the Alabama Association of Student Financial Aid Administrators.

ALASKA

The Alaska SOICC is continuing a major project to collect occupational titles for every worker in the state covered by unemployment insurance, which will allow analysts to use occupational titles to identify and assess programs. Wage files in the state will include social security numbers, occupational titles, work site designator and earnings for each worker in the state covered by unemployment insurance. SOICC membership was expanded to include representatives of the University of Alaska Statewide System, the Office of Vocational and Technical Education, the Department of Education's Commission on Postsecondary Education, and the Department of Health and Social Services' Division of Public Assistance. Three ICDM workshops were conducted during the year, and the Alaska SOICC published a new edition of its career information tabloid newspaper.

ARIZONA

The Arizona SOICC developed several new modules for its Occupational Information System during the year, including a DOT Dictionary module, an Occupational Outlook Handbook module, a military occupations module, and the Automated Cross-referencing Occupational System, which provides detailed lists of tasks and duties for some 220 occupations in support of competency-based education. The SOICC upgraded the SOC Occupational Profile module, integrating 1,550 of the most important DOT occupations. The DOT and OOH modules were integrated with the Career Profile module, and the SOICC began distributing a new Micro-OIS Users' Manual, which provides detailed information on accessing and using the OIS. In Arizona, the OIS functions as the basic Career Information Delivery System serving Arizona schools. The OIS is now accessible in the state through 250 different sites.

ARKANSAS

The Arkansas SOICC developed and published a second edition of its career information tabloid newspaper, distributing 110,000 copies. Ten thousand of these copies included a special pullout section designed for use by the Employment Security division's dislocated workers program. The SOICC initiated a major update of its CIDS program and continues to publish a biannual newsletter keeping pertinent audiences informed about upcoming publications and projects. One ICDM workshop was conducted, and the SOICC began working on plans to conduct three more ICDM workshops.

CALIFORNIA

Based on the successful completion of a two-year field test in the Fresno, San Diego, San Mateo and Yolo/Sacramento labor market areas, the California SOICC modified the California Cooperative Occupational Information System and arranged for its expansion to five new sites. The system now provides occupational employment and training information at nine sites. A major project for the SOICC in the coming year will be the identification of a funding source so that the system can be implemented statewide.

COLORADO

The Colorado SOICC continued work on a major salary survey, and published a report called "Planning Vocational Education with Linear Programming," which describes a sophisticated way of planning vocational education programs that combine a variety of data sources, including supply and demand, student interest, capacity of facilities, migration of students, cost of programs, and money available for training. The SOICC developed and distributed 300,000 copies of its career information tabloid newspaper, expanding distribution to include JTPA, vocational rehabilitation and Job Service offices.

CONNECTICUT

In preparation for developing its three-year plan, the Connecticut SOICC conducted nine focus groups throughout the state and an estimated 100 in-depth interviews by telephone. Information was gathered from member agencies, libraries, businesses, Job Service and JTPA personnel, school counselors, education/training program personnel agencies, and rehabilitative service. Participants were asked about the value and use of SOICC products and services and were offered the opportunity to make suggestions for improvements. The SOICC also conducted three ICDM workshops, with two workshops held at actual business locations. Four businesses participated in the third ICDM workshop. The SOICC also printed and distributed a "mini" eight-page career tabloid publication for middle school and junior high school students. The SOICC developed a companion users' guide and conducted workshops for teachers and counselors to facilitate use of the tabloid.

DELAWARE

The Delaware SOICC has been working closely with the Delaware Business, Industry, and Education Alliance, a major partnership program that represents a first-time linkage between business, education and the communities they serve. A member of the SOICC staff serves on the organization's policy committee and board of directors, involving the SOICC in a wide range of Alliance projects, including career education for students, student internships, and internships for teachers at business and industrial sites. The Delaware SOICC initiated a special effort to introduce the SCANS report in the state through demonstrations and workshops, including presentations before the BIE Alliance, PTA groups, school boards and school districts. The Delaware SOICC was the recipient of the 1992 Delaware Council on Career and Vocational Education Award in the public sector category.

DISTRICT OF COLUMBIA

The District of Columbia SOICC joined with SOICCs in Maryland, Virginia and West Virginia to develop a regional career tabloid newspaper to accommodate people who cross states lines to work. The publication target date is Program Year 1992. The first year of implementation of the National Career Development Guidelines at D.C. Public Schools has been completed. The D.C. SOICC's Technical Advisory Committee has been strengthened, and it is now being co-chaired by the Superintendent of D.C. Public Schools and the Director of the D.C. Department of Employment Services.

FLORIDA

A new, separate Occupational Information Coordinating Committee was established for the Florida SOICC, which previously had been governed by the Job Training Coordinating Council, housed within the Labor Market Information Coordinating Council. In addition to its five statutory members, the "new" SOICC includes business and labor representatives as well as representatives of JTPA Service Delivery Areas. The SOICC published and distributed an updated version of the Dictionary of Occupations and Vocational Education Programs for the State of Florida, which contains occupational employment definitions using the occupational employment survey coding system. In 1993, the Florida SOICC will host the 16th Annual National SOICC Conference in St. Petersburg Beach, Florida.

GEORGIA

The Georgia SOICC conducted demonstrations of the Georgia OIS for a wide range of audiences including JTPA and Vocational Education staff. Demonstrations of the Georgia Career Information System (GCIS) were conducted at a Job Fair, two school Career Days and for the state Department of Labor's Personnel Department. The GCIS is operated at a Georgia State University center, where career and education research is conducted. The resulting information is delivered through the computer-based system to user sites throughout the state. The system was available in 1991 to some 218,000 students/clients at over 400 sites throughout the state. GCIS staff conducted a seventh annual salary survey of baccalaureate graduates of University System of Georgia institutions.

HAWAII

The Hawaii SOICC's Career Development Guidelines were adopted by the Employment Service and the State Department of Labor's School to Work Transition Center program, which serves 18 high schools statewide. The SOICC substantially increased its publishing capabilities with an improved layout and electronic imaging system, and developed and published a career information tabloid newspaper, distributing an estimated 30,000 copies to career guidance classes, Employment Service offices, vocational rehabilitation sites and other locations. Hawaii's occupational supply/demand system provided analytical assistance in the review of over 80 proposals valuing more than $2 million in Employment Training Funds. With the cooperation of Hawaii's CIDS, the Hawaii SOICC was able to extend its ICDM counselor training to the three major neighbor islands. The Hawaii CIDS continues to be a major supporter of the National Career Development Guidelines, ICDM, supply/demand analysis, and public information and publication improvements.

IDAHO

A record 457 counselors attended the Idaho SOICC's series of seven fall workshops that focused on career development and the state's career information system. The SOICC has developed a new career awareness tool for fourth, fifth and sixth grade students, a deck of cards with 120 occupational titles. A teacher's guide accompanies the cards and includes a range of classroom learning activities designed to help the students learn more about careers. The SOICC developed a number of new publications that provide information on occupations, education programs, training schools and student financial aid. The SOICC published and distributed units of instruction and curricula for people implementing the comprehensive guidance counseling model, Idaho's version of the National Career Development Guidelines. A publication that outlines an adult career development program model based on the National Career Development Guidelines for Idaho is in the works.

ILLINOIS

The Illinois SOICC completed the development of a career information system for middle schools, "Countdown 9,8,7." The system includes software with a 70 question inventory, a publication describing 255 occupations, and an activity book. The SOICC completed a comprehensive directory of state licensed, certified and registered occupations, which includes information on 340 occupations at 18 state agencies. A planning system for JTPA called the "Training Needs Analysis System" (TNAS) was provided to the 26 Service Delivery Areas in Illinois. TNAS includes a module for estimating the level of service required for substantial segments of the population as well as modules for industry and occupation projections, DOT characteristics of occupations, and supply/demand clusters with narrative analysis.

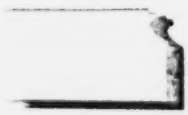
INDIANA

The Indiana SOICC completed a major overhaul of its Micro-OIS, and disseminated the upgraded version to 250 sites around the state, including schools, employment and training offices, postsecondary institutions and Workforce Development Centers. On the career information side, aggressive marketing helped the SOICC expand the number of CIDS sites in the state to 300. The SOICC also has been working with the state Department of Correction to establish an integrated career information program at 28 corrections institutions statewide. The Indiana SOICC coordinated the 1992 Career Development Satellite Teleconference, a major feature of the National SOICC Conference in Oklahoma.

IOWA

Program Year 1991 was the first full year for the implementation of Iowa Choices as the statewide Career Information Delivery System under the management of the Iowa SOICC. During the year, 162 licenses were issued for the software, and Iowa Choices was designated as one of the tools for use in 37 Job Services of Iowa offices involved in the PROMISE JOBS program. The Iowa Occupational Information Network was updated and upgraded, and the Iowa SOICC initiated the EDEPS program through the Iowa Department of Economic Development. The SOICC provided funds to initiate the development of the sampling process for a statewide, comprehensive employer wage survey through the LMI Unit of the Iowa Department of Employment Services. The SOICC continues to manage the National Crosswalk Service Center and NOICC's COLMIS project.

KANSAS



The Kansas SOICC updated the education data for the State Training Inventory (STI) system, and completed programming of the nonconfidential Industry/Occupation Matrix data for the upcoming OIS employer file and KANSAS CAREERS, the Kansas CIDS. The private proprietary school survey was conducted by the SOICC during the year and a team of five from the SOICC participated in the NOICC co-sponsored career development workshop in San Antonio. The SOICC also is in the process of developing a Bulletin Board System for OIS users. KANSAS CAREERS developed and distributed 25,000 career information tabloid newspapers, and created a new tabloid called "Examine Your Options," which focuses on nontraditional careers.

KENTUCKY

The Kentucky SOICC continues to enhance and improve the information systems it has developed for the state's JOBS and dislocated worker programs. The JOBS and Title III Systems are based on Kentucky's OIS, and they integrate special assessment processes designed especially for the different user groups. The SOICC continues to provide occupational, labor market and education information for the Economic Development Information System it created for the state's economic development division. Designed for regional use, the system is utilized in all 14 regional planning areas in the state. All the systems, including the Kentucky Career Information System, are updated automatically each time the SOICC updates its Occupational Information System. All the systems contain information obtained by the SOICC in its survey of employers in the state. The Kentucky SOICC also published and distributed 20,000 copies of the third edition of a career information tabloid newspaper targeting high school students and adults.

LOUISIANA

The Louisiana SOICC revised and updated its highly successful publication, "Career Guide," and published the "Louisiana Job Seekers' Guide," to better serve job seekers in the state. This past year, the Louisiana SOICC focused not only on youth entering the job market, but also introduced a new booklet for adults, entitled "Finding the Right Job," to be used by Job Service offices, college counselors and other advisers. The SOICC also published a newsletter for school counselors, JTPA Service Delivery Areas and others, introducing readers to the State Training Inventory database, and prompting more than 250 requests for the software. The SOICC participated in the installation of the Careerware "CHOICES" software package in high schools statewide.

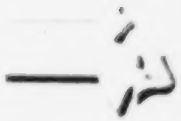
MAINE

The Maine SOICC coordinated the first year of the Career Development Portfolio project, a model career development and planning guide for students. The Maine SOICC also developed and implemented a worker-supply tracking module for its OIS, and developed a "Top 40 Career Hits Poster." The Maine SOICC was the recipient of the 1992 NOICC Recognition Award for Special Achievement in the Development and Delivery of Career Information.

MARYLAND

The Maryland SOICC has established more than 150 sites for its Career Information Delivery System, VISIONS, reaching more than 19,000 system users. VISIONS sites include middle schools, high schools, job service centers, public libraries, community multi-service centers, juvenile service centers, community and four-year colleges, hospitals, counseling agencies, and JTPA agencies. The Maryland SOICC also runs a VISIONS hotline and produces a newsletter for system users. The Maryland SOICC provided ICDM and VISIONS training for more than 100 counselors and established a "VISIONS for Middle Schools" pilot site. The SOICC published employment projects for Maryland to the year 2000 and is distributing NOICC's State Training Inventory to 20 sites in the state. The Maryland SOICC Career Awards Program entered its fifth year, recognizing outstanding career development programs in the state.

MASSACHUSETTS



Massachusetts continued its participation in the State Training Inventory project and augmented the automated database with two hard copy reports, "Training Institutions," and "List of Training Institutions by Program," produced for each of the Commonwealth's Service Delivery Areas. The Massachusetts SOICC's second career counseling conference, which focused on counseling during an economic downturn, was attended by 100 participants. The SOICC supported a publication that summarized the conference proceedings, and provided a broad overview of the current recession and its impact on the labor market. Prepared by Northeastern University's Center for Labor Market Studies, the report also included a review of strategies to increase the re-employment prospects of people who have lost their jobs. The development and production of a "Job Guide" gave the SOICC the opportunity to provide a series of workshops for education and training practitioners. The workshops offered an overview of basic LMI concepts, examples of how to use the "Job Guide," and a review of SOICC products and resources.

MICHIGAN

The Michigan SOICC is developing two new publications focusing on work-based learning for distribution in late 1992. The SOICC also distributed career development and career information materials to Michigan's nine degree-granting institutions, and contributed to the incorporation of the National Career Development Guidelines into the Michigan Career Guidance Model being proposed to the State Board of Education. As a result of ICDM training programs conducted by the Michigan SOICC, ICDM materials have been incorporated into career development courses offered by Western Michigan University.

MINNESOTA

Minnesota was one of the early states to conduct National Career Development Guidelines implementation activities, and the state is now in the midst of three-year pilot projects to implement the Guidelines at the elementary, secondary, postsecondary and adult levels. One of the postsecondary/adult pilot projects is a two-year Technical Institute branch of the University of Minnesota, where many staff members are facing serious career transition problems. To assist these workers, the Minnesota SOICC is sponsoring an Employee Career Development (ECD) project at the University branch, where much of the groundwork for the ECD project was laid by National Career Development Guidelines activities. The Minnesota SOICC published *Minnesota Careers*, a career information tabloid newspaper containing occupational outlook information, wages and educational requirements for jobs.

MISSISSIPPI

The Mississippi SOICC co-sponsored the production of a magazine designed to help young people successfully make the transition from school to life after high school. For the first time, the publication included a major section on occupational and career information. Distributed to 42,000 high school seniors in Mississippi's public, private and parochial schools, the magazine also was made available in community college career development centers, regional health facilities and offices of the Mississippi Employment Security Commission. The Mississippi SOICC administered the Pre-Military Development project, which helped 295 young Mississippians to enhance their basic skills and academic background in preparation for the military. The program achieved an 84 percent success rate in increasing reading and math skills of the participants. A successful two-day ICDM workshop also was conducted by the Mississippi SOICC. The workshop emphasized the participation of counselors from Vocational Rehabilitation, the Department of Human Services, the Mississippi Employment Security Commission and area schools.

MISSOURI

The Missouri SOICC continued to enhance its OIS and Micro-OIS based on feedback from users across the state. Significant enhancements included: 1) new installation procedures for the Micro-OIS software, 2) the addition of revised industry databases using the new Standard Industrial Classification, and 3) more effective help screens within the Micro-OIS. Ongoing projects included OIS update and user training, Missouri CHOICES update and user training, update and distribution of the Missouri Career Guide, and the update of the Missouri Wage Information System.

MONTANA

The Montana SOICC published a new edition of its career information tabloid newspaper and distributed 15,000 copies to high school sophomores in the state. The SOICC conducted two ICDM workshops using the new curriculum materials, updated the supply/demand report, and published a quarterly newsletter providing information about SOICC programs and products. The Montana SOICC also displayed the Micro-OIS at several workshops around the state, including workshops at meetings of the Montana Education Leadership Conference and the Montana Vocational Education Council.

NEBRASKA

The Nebraska SOICC has initiated a pilot project to develop a career information tabloid newspaper for fifth and sixth grade students in the state. The SOICC is working with the CIDS group to develop the tabloid and test it in several schools, and expanded distribution of its career tabloid to include many middle schools in the state. It sponsored a booth at the state fair where about 4,500 Nebraskans were provided information and the opportunity to use the Nebraska Career Information System. The SOICC also updated its Occupational Information System and distributed the updated version to users at sites around the state, distributed NOICC's CIVTRAIN and STI systems, and worked with the Nebraska Career Information System to incorporate the Federal Occupational and Career Information System (FOCIS) into the system.

NEVADA

The Nevada SOICC has begun working to reinstate the Nevada Occupational System's labor supply and demand report, and has expanded the Nevada Career Information System. The SOICC is participating in the Nevada Workforce Agencies committee's review of cooperative efforts among all agencies with employment training and placement responsibilities. The SOICC also is working with the Governor's Literacy Coalition Advisory Council, which recently completed the Nevada Literacy 2000 Plan. The Nevada SOICC has explicit responsibilities in connection with the implementation of the plan, including identifying educational and employment training opportunities, developing a referral process for literacy students, facilitating interagency cooperation, and coordinating resources.

NEW HAMPSHIRE

The New Hampshire SOICC continued its work on a comprehensive inventory of employment and education data elements that exist among all its databases, and on the organization of common data elements so they can be accessed through key-word searches. The SOICC also is working on a geographic-level crosswalk that will allow for the aggregation and disaggregation of data to the geographic level of detail needed by users. The National Career Development Guidelines were implemented in three pilot high schools, the Micro-OIS was updated, and

user training was conducted. The SOICC installed and provided training on NOICC's STI and CIVTRAIN systems, developed a curriculum guide linked to the National Career Development Guidelines, and produced a career information tabloid newspaper. The SOICC also initiated the design and development of a Regional Employment Projection file for New England states.

NEW JERSEY

The New Jersey SOICC developed a computerized file of occupational education and training programs in the state, and expanded the master file to include school identification information, financial aid availability, program offerings and completers data. The SOICC used the data to update the vocational school file in the CIDS, the supply module in the Micro-OIS, and the CIVTRAIN and STI training directories. The New Jersey SOICC provided information to the New Jersey State Employment and Training Commission for use in the publication, *A Guide to Occupational and Education Programs in New Jersey*. The New Jersey SOICC also developed the capacity to incorporate Armed Services Vocational Aptitude Battery (ASVAB) test scores into its CIDS, allowing students and counselors to enter scores for General Academic Ability, Verbal Ability and Math Ability from the ASVAB and obtain a profile of possible civilian and military careers based on an individual's aptitudes.

NEW MEXICO

The New Mexico SOICC added 14 new sites to its Career Center program, which involves establishing Career Centers at high schools through a joint project with the state Vocational Education Department. The Centers, which now number 25, are each equipped with a computerized Career Information Delivery System, a video tape player and a wide range of career development publications. Career development training is provided to school counselors, and the schools are required to provide career counseling services for students for a certain number of hours per week. The New Mexico SOICC participated with the Department of Education's Sex Equity Division in establishing the Nontraditional Student of the Year Awards, for students at the secondary and postsecondary levels specializing in fields that are not traditional for their gender. The SOICC also prepared a large colorful poster that provides visual information about the range of career and job-related publications available through the SOICC.

NEW YORK

The New York SOICC is working on a pilot project that involves integrating the National Career Development Guidelines with sex equity issues. Mini-grants have been awarded to 12 middle schools and training sessions for teachers and counselors have been underway. The SOICC has launched a test project incorporating the Guidelines into eight curricula areas for middle school students, and is involved in a pilot project with seven schools to evaluate the usefulness of the Federal Occupational and Career Information System to high school students. The SOICC installed the State Training Inventory on New York's Occupational Information System, WORKStation, a computer network which includes 3,000 terminals used by approximately 50,000 users. The SOICC published "What Next: The Road to a New Job for Dislocated Workers," and "College Knowledge and Jobs," which relates 22 college majors to occupations. ICDM training was provided for the state's Job Services counselors.

NORTH CAROLINA

The North Carolina SOICC, working with the Department of Public Instruction, developed and coordinated two career development teleconferences which were broadcast throughout the state. The teleconferences were modeled after NOICC's original "Designing Your Future" teleconference. Using film clips and the career awareness users guide, the SOICC also conducted a training session teleconference for facilitators. An estimated 300 counselors, teachers and others participated in the teleconferences at 50 sites throughout the state. The North Carolina SOICC initiated the establishment of an interagency OIS users group, developed a video to support its ICDM program, and sponsored forums where state agencies generate discussions on topics of interagency interest. Topics have included interagency tracking systems and private sector initiatives in the development of assessment instruments. The North Carolina SOICC also hosted the Southeast Regional SOICC/CIDS Conference, and conducted a series of workshops for users of its systems.

NORTH DAKOTA

The North Dakota SOICC updated its *Occupational Supply/Demand Report* and Micro-OIS, and conducted a series of 10 training workshops with approximately 130 participants. Two career development workshops were conducted, introducing the concept of career development to school administrators, teachers and counselors. Approximately 40 schools are implementing career development programs in North Dakota. The North Dakota SOICC printed and distributed 65,000 copies of *Career Outlook*, a career information tabloid newspaper, and developed a series of "Occupational Briefs" to help address the career information needs of schools participating in the Tech Prep effort. Each brief covers a given occupation and includes information about work sites and conditions, required aptitudes and traits, training and suggested high school courses. The SOICC, with the State Board for Vocational Education and Job Service North Dakota, conducted two two-day ICDM workshops for counselors.

OHIO

The Ohio SOICC created a management structure for the state's LMI System on the Ohio Data Network, including pricing structure, subscription contracts, first automated usage reports by account, and statewide dial-up access. The SOICC also facilitated first-time access to the LMI System for all local offices of the Ohio Bureau of Employment Services, and complete coverage of member agencies of the SOICC within the LMI System, Ohio's OIS. The SOICC created and implemented the first automated Ohio Employer Directory and implemented EDEPS in Ohio. Other accomplishments include the full integration of the IPEDS survey data into CIDS, EDEPS, CIVTRAIN, STI, the LMI System, Carl Perkins Vocational/Technical Education Program Administration, the OES educational benchmarks and the alien certification program.

OKLAHOMA

The Oklahoma SOICC developed and distributed 160,000 copies of a career information tabloid newspaper, which featured the winners of the first annual "Oklahoma Career Choices" Essay Contest. The Oklahoma SOICC developed a new newsletter, *WorkForce Dimensions*, designed to inform Oklahomans about significant developments in the field of occupational and career information. Over 145 counselors were trained in three ICDM workshops, with each workshop featuring a Tech Prep presentation by the director of the Oklahoma Vocational and Technical Education. Currently the Oklahoma SOICC is working with the Oklahoma Employment Security Commission on an "Oklahoma Work Force 2000" report, which will provide supply/demand information on more than 700 occupations in Oklahoma. The Oklahoma SOICC hosted the 15th Annual National SOICC Conference, with an interactive satellite teleconference as a major highlight of the conference.

OREGON

The Oregon SOICC developed a special software program to assist with displacements in the timber industry. The program analyzes timber workers' transferable skills and estimates the cost of providing them with social, employment and training services. The SOICC has become a key player in the major activities of Oregon's workforce agenda. Activities involve working with the legislature on developing the OIS as a key resource system for the workforce quality, educational reform, dislocated workers and the Oregon Benchmark programs. The SOICC distributed some 7,000 supply/demand and technical publications, updated and improved the Micro-OIS and database, provided user training and made presentations to schools and professional associations. The SOICC published *Oregon Careers*, a career information tabloid newspaper, and answered almost 2,000 requests for information.

PENNSYLVANIA

The Pennsylvania SOICC has developed an automated Military Occupational and Training Data (MOTD) system that cross-matches military occupations with comparable civilian occupations. The system is designed for use by veterans outreach representatives, employment interviewers and continuing education advisers to assist veterans in making the transition from the military to the civilian workforce. In conjunction with the Employer Advisory Council and the Department of Labor & Industry, the Pennsylvania SOICC is conducting a series of Employee Career Development (ECD) seminars focusing on the latest approaches that human resources advisors and personnel development professionals can use to help employees facing career transition. One of the pilot states in NOICC's Career Development Portfolio project, Pennsylvania is demonstrating four different approaches to using the portfolio. The Pennsylvania SOICC led a consortium of states in the development of NOICC's EDEPS, and the state Department of Labor and Industry now plans to use the system to provide information for business, industry, economic development organizations and others.

PUERTO RICO

The Puerto Rico SOICC continues to operate its Caribbean JTPA Institute (CJI), a major program that combines two funding sources (JTPA and NOICC) to develop and disseminate career, occupational and labor market information. CJI also provides preventive technical assistance to the local JTPA community through staff development activities, information development and exchange, training, employment and labor market research relevant to JTPA and periodic publications. Increased training for JTPA staff has fostered the growth of the state training institute, as well as increased managerial planning and direction concerning training for staff development.

RHODE ISLAND

The Rhode Island SOICC produced a new updated version of its *Licensed, Registered and Certified Occupations* and distributed it statewide to vocational rehabilitation, employment, training and health department counselors and others. The SOICC conducted a survey of CIDS users and learned that high schools use the systems primarily with college bound students. The SOICC now plans to develop strategies to encourage CIDS use with non college bound students. Rhode Island distributed the Federal Occupational and Career Information System (FOCIS) to a number of colleges and universities in the state under a pilot project. The SOICC also hosted the New England SOICC Directors Regional Conference at which a number of cooperative projects were launched including the development of a regional occupational demand OIS file and a regional handbook on licensed and certified occupations.

SOUTH CAROLINA

The South Carolina SOICC is a major participant in a new career development initiative by NOICC, the establishment of the Career Development Training Institute (CDTI). Under a grant from NOICC, the South Carolina SOICC will establish the Institute through the University of South Carolina, with the University of Wisconsin-Madison and Oakland University in Michigan also participating in the project. In PY 1991, the South Carolina SOICC initiated a major upgrade of its OIS and the state's statewide Career Information Delivery System. The South Carolina SOICC introduced "SCOIS Jr.," a career information system for middle school students. Along with the software, a student planner and computer work-sheets for organizing information relating to the students' interests and requirements are provided. The SOICC introduced a new program for counselors designed to teach them how to help parents assist their children in exploring career possibilities.

SOUTH DAKOTA

The South Dakota SOICC has implemented a new system to collect postsecondary training completer data. The new data will be used to complement data received from IPEDS reports, which list completers by major field only and do not reflect the various courses of study available within a major field of study. South Dakota has developed a Career Information Delivery System that incorporates the use of ASVAB test results, providing users with an additional way of exploring career information. The SOICC also explored the need for computer software that can provide substate occupational estimates, and helped select a new aptitude and interest test, which will be given to all ninth graders in the state.

TENNESSEE

The Tennessee SOICC co-sponsored the Fourth Annual Southeast Regional Apprenticeship and Training Conference entitled "Empowering Women and Minorities Through Apprenticeship Opportunities," which was attended by more than 200 participants from eight states. The Tennessee SOICC continues to operate the only computerized clearinghouse in state government, which was updated this year to include new titles and research relating to career and labor market information. One-day OIS workshops targeting specific user groups were conducted, and the SOICC has now begun training educators and planners to use the new Micro-Link program. The SOICC also updated Tennessee's CIDS, developed and distributed a 20-page newsletter, and provided on-site career education assistance for summer youth programs through a joint JTPA/SOICC endeavor. The Tennessee SOICC was the recipient of an award from the International Association of Personnel in Employment Security (IAPES) for its international "Careers Going Global Video Curriculum."

TEXAS

The Texas SOICC expanded its SOCRATES (Standardized Occupational Components for Regional Analysis of Trends in Employment Systems) project and is planning to develop occupation-specific task—duty—skills profiles and a computerized means of analyzing individual needs from a skill transferability perspective. The SOICC has been working on a client-based program for the Texas Rehabilitation Commission which identifies potential occupational opportunities for disabled clients. Key features will include a history file which indicates occupations in which persons with specific disabilities were able to find employment and an occupational profile which provides labor market information characterizing each occupation. The Texas SOICC continues to operate its toll-free career information hotline, and has developed hotline promotional posters for all school campuses in the state. Plans are underway for 27 ICDM workshops, and the SOICC has undertaken a Automated Student Follow-up System project, involving computerized matching of higher education files and the unemployment insurance system.

UTAH

The Utah SOICC conducted a formal evaluation of computer-based systems for career development as a first step in selecting a system for a statewide CIDS in Utah. The new system was then introduced at a statewide Applied Technology Education conference. The SOICC published the 12th edition of its annual career tabloid, printing and distributing 60,000 copies statewide. More than 40 schools were involved in implementing the National Career Development Guidelines, and the SOICC sponsored a workshop during the year focusing on evaluating and improving comprehensive guidance programs. The SOICC also completed development of Utah's first working Micro-OIS system. OIS training documents were prepared and workshops for potential users have been scheduled at various sites throughout the state for early Program Year 1992.

VERMONT

The Vermont SOICC consolidated the career resource libraries of three member agencies into one library housed in the offices of the Vermont Student Assistance Corporation. The library listed its resources on the Vermont Department of Libraries' statewide computer network and the listings also were added to the Vermont OIS. The SOICC actively promoted the use of the OIS by school and training programs, increasing the number of user sites by 30 percent. The Vermont SOICC published the Vermont Education Planning Information Report, and worked with the Public Awareness Task Force for Adult Education and Vermont's largest bank to identify and publish regional adult education and training resources.

Summer youth employment program participants designed *Vermont Career Options*, the SOICC's career information tabloid newspaper, which is distributed to all middle and senior high school students, correctional centers, employment and training offices, and welfare offices.

VIRGINIA

The Virginia SOICC initiated a study of adult education in the state, focusing on the kind of training sought by adults, the types of training employers are interested in, and how training facilities and community colleges are adapting to adult students. The study was conducted in three stages, with each component using a survey instrument as well as in-depth personal interviews. The Virginia SOICC is leading a cooperative venture that includes SOICCs from Maryland, the District of Columbia and West Virginia to develop a regional career information tabloid newspaper. The venture stems from a recognition among the SOICCs that career opportunities are not limited to state boundaries, and that a regional focus would be useful to the citizens of their states. The Virginia SOICC also updated the *Guide to Occupations in Virginia*, and published and distributed 150,000 copies of a new issue of *Career Hunt*, its career information tabloid newspaper.

VIRGIN ISLANDS

The Virgin Islands SOICC published and distributed a career information tabloid newspaper to all secondary students. The tabloid also was made available to job seekers and unemployed persons, and a colorful poster was used to promote its use. A public multimedia resources and equipment library was established to help meet the needs of career professionals, administrators and seekers of occupational information. The Virgin Islands SOICC held a number of comprehensive training workshops for career and guidance counselors focusing on Improved Career Decision Making, State Training Inventory, Career Information Delivery Systems, National Career Development Guidelines and American 2000 and the SCANS Report.

WASHINGTON

The Washington SOICC began evaluating the feasibility of a number of improvements to OIS data and put in place the procedures for implementing the improvements during the next OIS revision. These plans include the development of more accurate occupational supply information by working with agencies that administer secondary and postsecondary vocational programs, and by using follow-up information to adjust supply data to reflect only completers and leavers who actually enter the labor force. A second enhancement involves more complete occupational wage information by using wages offered by employers for job openings listed with the Employment Service to supplement regular occupational wage data. Mean wages and absolute ranges will be included where feasible under a heading separate from the wage survey data to distinguish wages offered from prevailing wage rates. The SOICC supported the development of a state career guide, and conducted a series of ICDM workshops. An additional 16 high school districts were actively involved in implementing the National Career Development Guidelines, and the SOICC supported a number of one-day Guidelines orientation workshops.

WEST VIRGINIA

The West Virginia SOICC completed several statewide surveys of employers and workers in conjunction with the state's Development Office. The results of the studies have been used extensively by planners and administrators in the private and public sectors. The SOICC produced and is in the process of distributing 140,000 copies of its *WV Careers*, the state's career information tabloid newspaper. The publication is designed for all age levels and populations, and is distributed to public and private school students, Job Service and JTPA clientele, Rehabilitation clients, colleges, University Extension programs, and libraries. The SOICC laid plans for hosting the Mid-Atlantic Regional Networking for Career Development Conference, "A Vision for America 2000."

WISCONSIN

The Wisconsin SOICC has initiated a field test of the Occupational Employment & Training Information System and will develop and implement a dissemination plan based on test site information. The SOICC has embarked on a project to improve the coordination of information dissemination and service delivery to veterans. The Wisconsin Career Information System continues to serve over 350,000 individuals annually at more than 700 sites. New initiatives include a comprehensive career options planner and student portfolio for sophomores which integrates state mandated test results with interests and values. The planner and portfolio prepare the student to create a career options plan which addresses opportunities provided by Tech Prep, youth apprenticeship programs, colleges and universities, job training or placement directly into the workforce. A second new initiative is the development of a completely new generation of career information delivery software, building on a hardware capability of integrating video, sound, graphics and data.

WYOMING

The Wyoming SOICC developed and distributed the 1992 edition of Wyoming Career Explorer to more than 20,000 readers. The second edition of Wyoming's career information tabloid newspaper represented a concerted effort by members of the SOICC to broaden the information included in the publication. In cooperation with the Wyoming Career Information System, the SOICC published and distributed *Wyoming Occupation & Career News*, which combines two previously separate newsletters. The Wyoming SOICC assisted the Wyoming Division of Research and Planning in the development of occupational projections. An occupational matrix for base year 1990 and occupational projections through 1993 and 1996 were produced and distributed. The results were published in a two-volume set with the option to receive the occupational matrix in the form of a poster.

Financial Report

NOICC's operations and grant programs are funded by the U.S. Departments of Labor and Education. In Program Year 1991 — July 1, 1991 to June 30, 1992 — NOICC received $4.8 million from the Department of Labor, $4.1 million from the Department of Education, and $125,000 from the Department of Defense, for special initiatives. NOICC grants are awarded on the basis of program priorities, as well as need and availability of funds. NOICC supports state activities through two major grant programs:

1. ***Basic Assistance Grants (BAGs),*** *which support SOICC operations, staff leadership, Occupational Information System implementation and training, and other activities covered by the Job Training Reform Amendments of 1992 and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.*

2. ***Special Purpose Grants,*** *which support specific projects that address the Network's national priorities. Special Purpose Grants are used primarily for developmental research, technical assistance in implementing Occupational Information Systems or Career Information Delivery Systems, and special training efforts. The majority of these grants are awarded on a competitive basis.*

NOICC Sources of Funding (Figures in Thousands)

	1985	1986	1987	1988	1989	1990	1991
DOL	3,157	3,037	4,195	4,035	4,508	4,044	4,147
ED	3,500	2,201	3,500	3,830	3,952	4,932	4,880
DOD	1,265	1,042		295	485	185	125
TOTAL	7,922	6,280	7,695	8,160	8,945	9,161	9,212

NOICC Expenditures: State Activities

	1985	1986	1987	1988	1989	1990	1991
SOICC BAGs	4,182	5,160	5,743	5,701	6,417	6,867	6,918
CAREER INFORMATION/ CAREER DEVELOPMENT	339	410	970	531	414	747	408
OIS/ COORD. COMM./ NETWORK SUPPORT	121	147	171	181	155	270	187
CROSSWALK/ ESA STUDY/DOD ACTIVITIES/NTSC	1,066	1,017	724	785	522	574	381
TOTAL	5,708	6,734	7,608	7,198	7,508	8,458	7,894
PERCENT OF TOTAL EXPENDITURES	89.2	88.9	88.5	86.9	84.3	87.5	86.5

NOICC Expenditures: Federal Activities

	1985	1986	1987	1988	1989	1990	1991
TECHNICAL ASSISTANCE	10	85	121	120	307	176	124
NOICC OPERATIONS	680	753	863	961	1,092	1,033	1,111
TOTAL	690	838	984	1,081	1,399	1,209	1,235
PERCENT OF TOTAL EXPENDITURES	10.8	11.1	11.5	13.1	15.7	12.5	13.5

Total NOICC Expenditures

	1985	1986	1987	1988	1989	1990	1991
TOTAL NOICC EXPENDITURES	6,398	7,572	8,592	8,279	8,907	9,667	9,129

Appendix B

NOICC Grants for State Activities: PY 1991

STATE	BAGS	SPEC. GRANTS	TOTALS
ALABAMA	130,873		130,873
ALASKA	95,011		95,011
AMERICAN SAMOA	84,136		84,136
ARIZONA	122,905		122,905
ARKANSAS	117,889		117,889
CALIFORNIA	232,933		232,933
COLORADO	119,197		119,197
CONNECTICUT	108,006		108,006
DELAWARE	103,974		103,974
DC	102,773		102,773
FLORIDA	116,632		116,632
GEORGIA	144,407		144,407
GUAM	84,420		84,420
HAWAII	106,654		106,654
IDAHO	106,210		106,210
ILLINOIS	167,976		167,976
INDIANA	138,678	54,800 [1]	193,478
IOWA	118,689	261,966 [2]	380,655
KANSAS	126,301		126,301
KENTUCKY	115,463		115,463
LOUISIANA	123,071		123,071
MAINE	107,781		107,781
MARYLAND	113,083		113,083
MASSACHUSETTS	127,020		127,020
MICHIGAN	158,490		158,490
MINNESOTA	104,628		104,628
MISSISSIPPI	120,746	75,000 [3]	195,746
MISSOURI	133,503		133,503
MONTANA	105,748		105,748
NEBRASKA	107,821		107,821
NEVADA	105,330		105,330
NEW HAMPSHIRE	105,344		105,344
NEW JERSEY	142,849		142,849
NEW MEXICO	109,755		109,755
NEW YORK	197,768		197,768
NORTH CAROLINA	148,290		148,290
NORTH DAKOTA	104,320		104,320
N. MARIANA IS.	76,200		76,200
OHIO	170,540		170,540
OKLAHOMA	123,365	248,000 [4]	371,365
OREGON	117,271		117,271
PENNSYLVANIA	288,870	17,650 [5]	306,520
PUERTO RICO	127,792		127,792
RHODE ISLAND	105,919		105,919
SOUTH CAROLINA	127,364		127,364
SOUTH DAKOTA	104,600		104,600
TENNESSEE	141,684		141,684
TEXAS	216,626		216,626
UTAH	98,677		98,677
VERMONT	102,965		102,965
VIRGINIA	148,085		148,085
VIRGIN ISLANDS	68,049		68,049
WASHINGTON	125,563		125,563
WEST VIRGINIA	110,620		110,620
WISCONSIN	130,808	64,557 [6]	195,365
WYOMING	103,512		103,512

Notes: BAG column includes Basic Assistance Grant funding and supplemental funding for special projects. BAG funding is decreased to reflect carry-over from the previous year, where applicable. BAG figure may not reflect the total spending authority of the SOICC.

1 Satellite Teleconference
2 NCSC
3 Pre-Military Project
4 NOICC Training Support Center
5 EDEPS
6 ICDM

Appendix 2

Statewide, Computer-based Career Information Delivery Systems

	Delivery Media Used				# of CIDS Sites	Software/System
ALABAMA	m				600	GIS
ALASKA		mc		p	153	CIS
AMERICAN SAMOA				p	13	
ARIZONA		mc			204	AZ OIS
ARKANSAS		mc	f	p	585	MOIS
COLORADO	m	mc		p	164	CIS
DELAWARE	m				23	GIS
D.C.	m	mc			77	GIS
FLORIDA	m	mc	f	p	875	CHOICES
GEORGIA		mc		p	431	CIS
HAWAII	m	mc		p	180	CIS/CareKokua
IDAHO		mc		p	292	CIS
ILLINOIS		mc		p	617	CIS
INDIANA		mc			299	CHOICES
IOWA		mc		p	179	CHOICES
KANSAS		mc			135	Kansas Careers
KENTUCKY		mc			401	Dev. In-house
LOUISIANA		mc			252	CHOICES
MAINE		mc			217	CHOICES
MARYLAND		mc		p	138	VISIONS
MICHIGAN		mc	f		2510	MOIS
MINNESOTA		mc		p	320	CIS
MISSISSIPPI		mc			85	CHOICES
MISSOURI		mc	f		1608	CHOICES/COIN w/VIEW
MONTANA		mc		p	82	CIS
NEBRASKA		mc		p	234	CIS
NEVADA		mc		p	149	CIS
NEW JERSEY	m	mc			160	NJ CIDS
NEW MEXICO	m	mc			59	GIS
NORTH CAROLINA		mc		p	252	NC Careers
NORTH DAKOTA		mc			58	CHOICES
OHIO	m	mc			1000	CIS
OKLAHOMA		mc	f	p	512	COIN
OREGON		mc		p	426	CIS
PENNSYLVANIA		mc			274	Penn Careers
PUERTO RICO		mc			167	CHOICES
RHODE ISLAND		mc			37	GIS
SOUTH CAROLINA	m	mc			391	COIN+
SOUTH DAKOTA		mc			242	SDCIDS
TENNESSEE		mc	f		462	Micro-INFOE
UTAH	m	mc		p	146	CHOICES
VERMONT		mc			53	OIS
VIRGINIA		mc	f		2021	Virginia VIEW
WASHINGTON		mc		p	432	WOIS
WISCONSIN		mc		p	787	WCIS
WYOMING		mc			134	CIS

Key:

m	—	mainframe computer
mc	—	microcomputer
f	—	microfiche
p	—	print

Note:

Career information is available in virtually all states through a variety of public and commercial resources, including computer-based systems. Forty-six states/territories that have SOICC-recognized computer-based CIDS are listed in this table. California, Connecticut and New York have several large computerized CIDS, both public and private, in operation, but the SOICC has not designated any as the official statewide CIDS. Seven states/territories did not have a computer-based statewide system in operation as of June 1992, including Guam, Massachusetts, New Hampshire, Northern Mariana Islands, Texas, West Virginia and the Virgin Islands.

Appendix 3

NOICC Conferences & Training Programs

Improve Career Decision Making Train-the-Trainers Workshop
1991 Minneapolis, Minn.
1990 St. Petersburg, Fla.
1989 Albuquerque, N.M.

National Career Development Guidelines: Training for State Implementation
1989 Orlando, Fla.
1989 King of Prussia, Pa.
1988 Oklahoma City, Okla.
1988 Portland, Ore.

National Career Development Guidelines: Training Cadre Workshop
1989 Minneapolis, Minn.

National Career Development Guidelines: Training for Local Demonstration Models
1988 Bismarck, N.D.
1988 Starkville, Miss.
1988 Sacramento, Calif.
1988 Harrisburg, Pa.

National Career Development Guidelines: Regional Conferences & Training
1989 Wilmington, Del.
1989 Charlotte, N.C.
1989 Denver, Colo.

Counselor Educators Resource Group
1990 Washington, D.C.

NOICC Co-sponsored Conferences:

Apprenticeship Conferences
1992 Southeast Regional Conference
Nashville, Tenn.
1990 Pacific/Western Conference
Portland, Ore.
1989 Southeastern Conference
Montgomery, Ala.

NOICC/OVAE/NCDA Career Development Preconference Workshop
1992 San Antonio, Texas
1990 Scottsdale, Ariz.

Mid-Atlantic Conference on Networking for Career Development
1990 Baltimore, Md.
1989 Wilmington, Del.

International Teleconference on Technology and Career Development
1989 Tallahassee, Fla.

Autocon 89 (Automation Conference 1989)
1989 Chicago, Ill.

A More Productive Workforce: Challenge for Postsecondary Education and its Partners
1989 Little Rock, Ark.

Workers & Work in the 21st Century: Networking for Career Planning/ Mid-Atlantic Regional Conference
1989 King of Prussia, Pa.

Regional Meeting of NE State Councils and State Directors of Vocational Education, JTPA Directors and SOICCs
1989 Portsmouth, N.H.

National Career Development Association
1990 Scottsdale, Ariz.
1988 Orlando, Fla.

National Governors' Association: Building Information Partnerships
1990 Anchorage, Alaska

Industry/Occupational Projections Workshops
1991 St. Petersburg, Fla.
1991 San Diego, Calif.
1989 Atlanta, Ga.
1988 Sparks, Nev.
1987 San Antonio, Texas
1986 Raleigh, N.C.
1986 Carson City, Nev.

National SOICC Conferences
1992 Tulsa, Okla.
1991 Albany, N.Y.
1990 Snowbird, Utah
1989 Albuquerque, N.M.
1988 Charleston, S.C.
1987 Portland, Ore.
1986 Portland, Maine
1985 Denver, Colo.
1984 Lexington, Ky.
1983 Seattle, Wash.
1982 Huntsville, Ala.
1981 Reno, Nev.
1980 Arlington, Va.
1979 Biloxi, Miss.
1978 Denver, Colo.

National OIS Technical Conferences
1989 St. Louis, Mo.
1986 Kansas City, Mo.
1984 St. Louis, Mo.
1983 St. Louis, Mo.
1982 Portland, Maine

National CIDS Conferences
1985 Atlanta, Ga.
1984 Charleston, S.C.
1983 St. Louis, Mo.

1981 *CIDS Technology*
Columbus, Ohio

1980 *CIDS Management*
San Antonio, Texas

CIDS Marketing & Funding
3 Regional Meetings

CIDS Information Development
New Orleans, La.

Career Information for Handicapped Individuals
1979 San Antonio, Texas

Using LMI in Program Planning
1985 National Workshop
Miami, Fla.

Using LMI in Human Resource Program Planning
1984 Ventura, Calif.
Detroit, Mich.
Providence, R.I.
Washington, D.C.

Regional Conferences with Office of Vocational and Adult Education (U.S. Department of Education)
1982 San Diego, Calif.
Chicago, Ill.
Atlanta, Ga.

Other NOICC Conferences

1978-1983 *Spring Symposia for Federal Agencies* (held annually for six years)

1978-1981 *National EIC Conferences* (sponsored annually for three years with National Center for Educational Brokering)

SOICC Organizational Workshops
1977 Atlanta, Ga.
Kansas City, Mo.
Seattle, Wash.

Appendix 4

NOICC Publications, Reports & Products

NOICC Computer Software Systems

State Training Inventory (STI), 1992

Economic Development and Employer Planning System (EDEPS), 1992

Civilian Training Inventory (CIVTRAIN), 1991; updated 1992

Civilian Occupational & Labor Market Information System (COLMIS), 1991; updated 1992

Micro-Crosswalk System, 1990

Micro-OIS, 1984

NOICC Career Development Teleconferences

Technology, Innovation and Change: A New Reality, 1992

Foundations for the Future: An Introduction to Career Development at the Elementary Level, 1991

Designing the Future: An Introduction to Career Development at the High School Level, 1990

NOICC Training Videos

Foundations for the Future: An Introduction to Career Development at the Elementary Level, 1991

Designing the Future: An Introduction to Career Development at the High School Level, 1991

NOICC Publications

From Pilot to Practice: Strengthening Career Development Programs, 1992

Improved Career Decision Making in a Changing World: Participants' Guide, 1991

Improved Career Decision Making in a Changing World: Trainer's Manual, 1991

NOICC Occasional Paper Series:

1. *Occupational Information and International Development: Improving HRD Diagnostics*, 1990
2. *An Appraisal of NOICC/SOICC Needs from the 1990 Decennial Census*, 1991
3. *The National Career Development Guidelines: Progress and Possibilities*, 1991
4. *Career Information Delivery Systems: A Summary Status Report*, 1992

Industry/Occupation Projections Handbook, 1991

Regression Analysis Primer, Pre-Training Work-Book, 1991

SOICC Career Tabloids: What Works!, 1990

National Career Development Guidelines Local Handbooks: Elementary Schools, Middle/Junior High Schools, High Schools, Postsecondary Institutions, Community and Business Organizations, 1989

National Career Development Guidelines State Resource Handbook, 1989

National Career Development Guidelines Trainer's Manual, 1989

Directory of Counselor Education Courses Covering Career, Occupational and Labor Market Information Concepts, 1988

SOC Career Profiles, 1985

SOICC Director's Guide, 1985

A Guide to Using the National Units of Analysis, 1984

An Introduction to Using An Occupational Information System: A Reference for Program Planning, 1983•

Guide to Forming Units of Analysis, 1982•

A Review of State Level Labor Supply/Demand Analysis for Program Planning and Career Decision Making: Technical Issues in Relating and Presenting Supply/Demand Data, 1982•

Vocational Preparation and Occupations, Third Edition, 1982•

Occupational Information System Handbook, Volume 1: Occupational Information Development•••

Volume 2: Occupational Information Analysis, Presentation and Delivery, 1981•••

Feasibility Study for a Project on Improvement of Occupational Information, 1979

Framework for Developing an Occupational Information System, 1979

NOICC-Related Activities: Review of Federal Programs, 1979*

NOICC Administrative Reports Series:

1. *Analysis of the SOICC's Annual Basic Assistance Grant Modifications and Program Plans*, 1980*
2. *Annual Summary of State Occupational Information Coordinating Committee Activities in Fiscal Year 1979*, 1980*
3. *Status of Occupational Supply and Demand Information*, 1980*
4. *A Review of Employer Forecasting Methods and Data**
5. *Status of the NOICC/SOICC Network*, September 30, 1980*
6. *Status of the NOICC/SOICC Network*, September 30, 1981*
7. *Status of the NOICC/SOICC Network*, September 30, 1982*
8. *An Introduction to Using an Occupational Information System*, 1983*
9. *Status of the NOICC/SOICC Network*, September 30, 1983*
10. *Status of Statewide Career Information Delivery Systems*, September 1984
11. *Status of the NOICC/SOICC Network*, June 30, 1985*
12. *Status of the NOICC/SOICC Network*, June 30, 1986*
13. *Status of the NOICC/SOICC Network*, June 30, 1987*
14. *Status of the NOICC/SOICC Network*, June 30, 1988
15. *Status of the NOICC/SOICC Network*, June 30, 1989
16. *Status of the NOICC/SOICC Network*, June 30, 1990
17. *Status of the NOICC/SOICC Network*, June 30, 1991

NOICC Sponsored Publications

Career Needs in a Diverse Workforce: Implications of the NCDA Gallup Survey, 1992****

National Survey of Working America, 1990

Working in America: A Status Report on Planning and Problems, 1989

Cracking the Labor Market for Human Resource Planning, 1986**

Career Information in the Classroom: Workshop Guide for Infusing the Occupational Outlook Handbook, 1985

Micro-OIS dBASE III Conversion Manual, 1985

Using Labor Market and Occupational Information in Human Resource Program Planning, 1985*

A Directory of Counselor Education Courses Covering Career, Occupational and Labor Market Information Concepts, 1984

OIS Microcomputer User's Guide, 1984

OIS Microcomputer Documentation, 1984

Occupational Employment Data in Agriculture, 1983*

Occupational Area-specific Staffing Information System (OASIS): User's Manual, Operations Manual, Systems Manual, 1982*

Alternative Methods for Collecting Follow-up Information About Secondary Vocational Education Students, 1982*

Analysis of State Experiences in Financing Statewide CIDS, 1982*

Career Information Delivery for Handicapped Individuals, 1981*

Data Needs and Uses in the Context of an OIS: Review of Literature, 1981*

Estimating Occupational Supply Information from Federal Reports: Issues and Concerns, 1981*

Issues Related to Collection of Occupational Employment Data in Agriculture, 1981*

Occupational Information and Vocational Education: A Concept Paper, 1981*

Occupational Information Needs at the Federal Level, 1981*

OIS and the Employment Security System: A Need and Resources Assessment, 1981*

OIS and Vocational Rehabilitation: A Concept Paper, 1981*

Role of an OIS in Career Guidance and Counseling, 1981*

The Feasibility of Collecting Labor Market Supply Data from Existing Records, 1981*

Occupational Information Needs for CETA Prime Sponsors, 1981*

Systematic Approach to Improving the Training Process in CIDS, 1981*

Occupational Information Needs at the State Level: An Empirical Study, 1981*

National Student Follow-up Workshop: A Background Paper, 1981*

Continued Federal Role in Financing and Supporting Statewide CIDS, 1981*

BLS-Alternative Estimating Methods for Sub-state Area Occupational Employment, 1981*

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* No longer available

** Available from the National Governors' Association

*** Available from U.S. Government Printing Office

**** Available from National Career Development Association

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Appendix 6

NOICC Enabling Legislation

The National Occupational Information Coordinating Committee and the State Occupational Information Coordinating Committees were established by the Vocational Education Amendments of 1976. Subsequent legislation reinforced and expanded the primary mission and objectives of the National and State committees, including the Career Education Incentive Act of 1977; Youth Employment and Demonstration Projects Act of 1977; Comprehensive Employment and Training Act Amendments of 1978; Job Training Partnership Act of 1982; Job Training Reform Amendments of 1992; Carl D. Perkins Vocational Education Act of 1984; and Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

JOB TRAINING REFORM AMENDMENTS OF 1992

NOICC shall "...give special attention to the career development and labor market information needs of youth and adults, including activities such as...assisting and encouraging the development of state occupational information systems, including career information delivery systems...encouraging programs providing career information, counseling, and employment services for postsecondary youth...provide training and technical assistance...in the development, maintenance, and use of occupational supply and demand information systems...conduct research and demonstration projects designed to improve any aspect of occupational and career information systems and coordination and compatibility of human resources data systems operated by Federal agencies or the states, including systems to assist economic development activities and, where appropriate, provide support to states in the implementation of such system improvements."

CARL D. PERKINS VOCATIONAL AND APPLIED TECHNOLOGY EDUCATION ACT AMENDMENTS OF 1990

NOICC shall "...provide funds, on an annual basis, to State Occupational Information Coordinating Committees and...improve coordination and communication among administrators and planners of programs authorized by the Act and by the Job Training Partnership Act, employment security agency administrators, research personnel, and personnel of employment and training planning and administering agencies...develop and implement...an occupational information system to meet the common occupational information needs of vocational education programs and employment and training programs at the national, state and local levels...conduct studies to improve the quality and delivery of occupational information systems to assist economic development activities and examine the effects of technological change on new and existing occupational areas and the required changes in knowledge and job skills, continue training, technical assistance activities to support comprehensive career guidance and vocational counseling...(especially in areas of career information delivery and use)...and assist State Occupational Information Coordinating Committee...(to) implement an occupational information system in the State...and use the occupational information system to implement a career information delivery system."

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NOICC

National
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Information
Coordinating
Committee

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